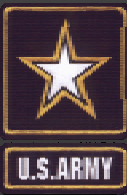


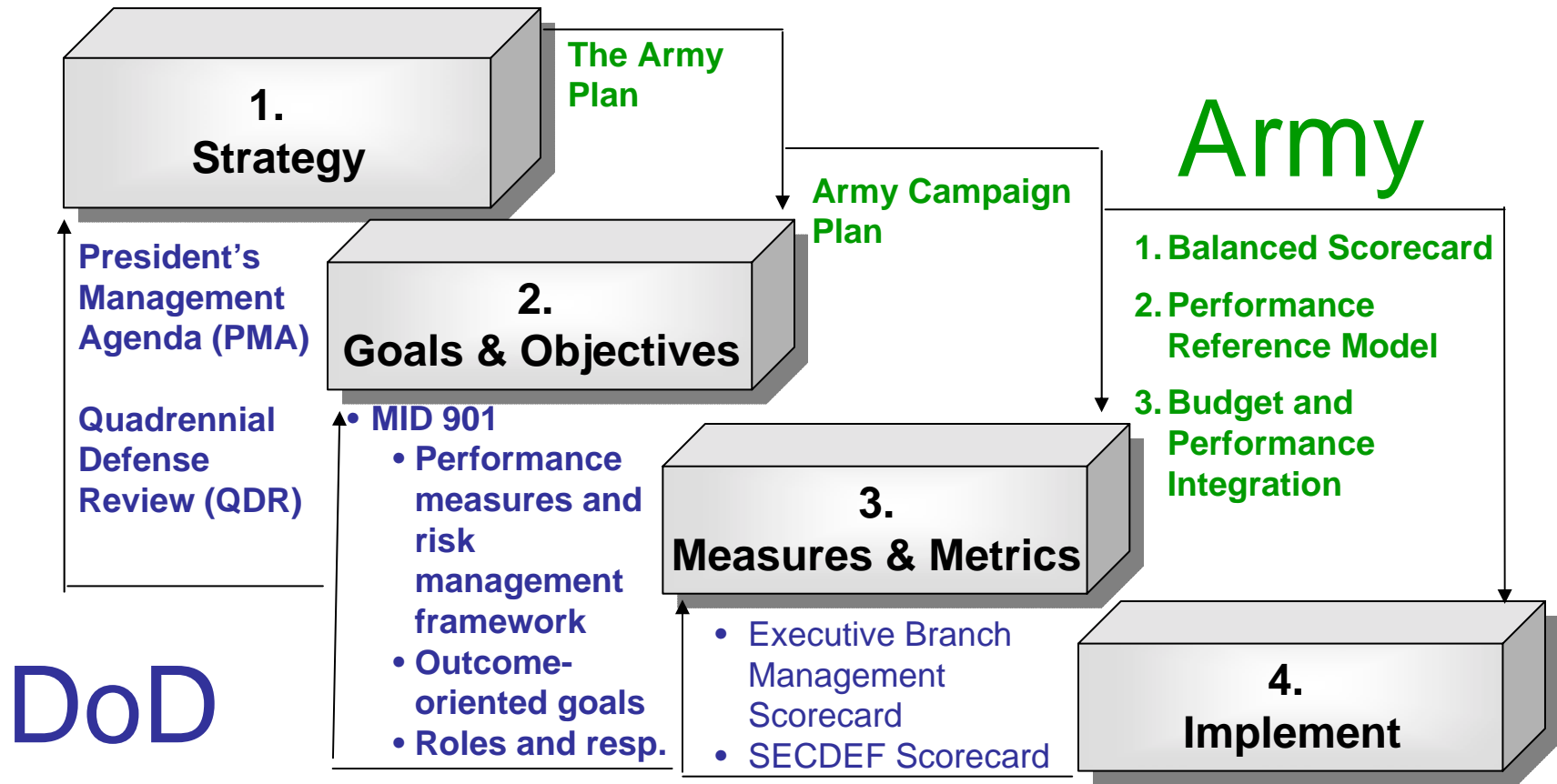
Army Enterprise Integration Oversight Office



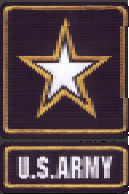
Army Performance Management Efforts
February 2005



DoD and Army are re-organizing their measurement efforts to adopt a top-down approach



The Army strategy is nested within the strategic planning guidance provided by the President, the SECDEF, and CJCS



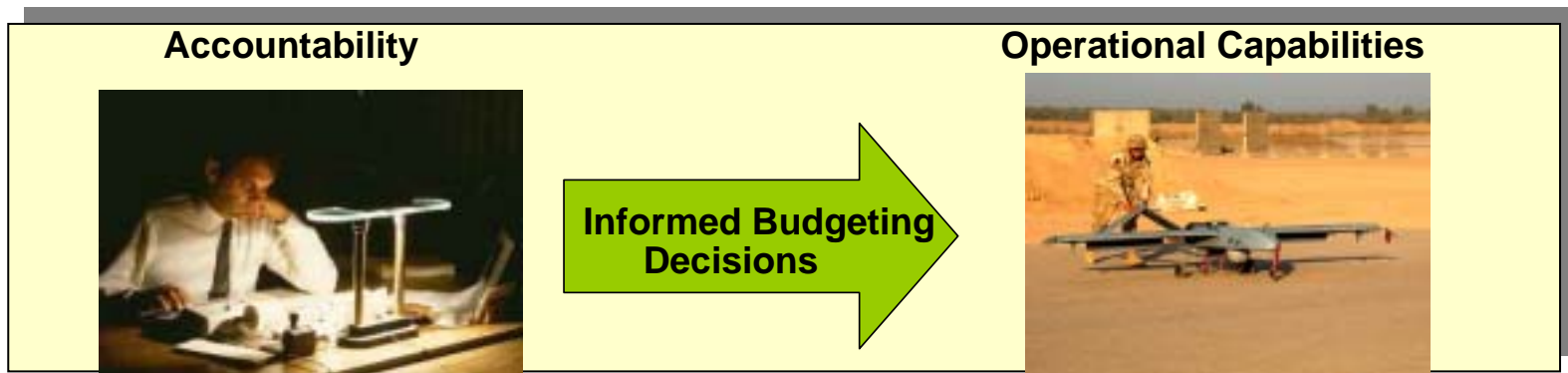
MID 910 and 913 formalized metrics as part of the PPB&E, PfM and OMB 300 processes



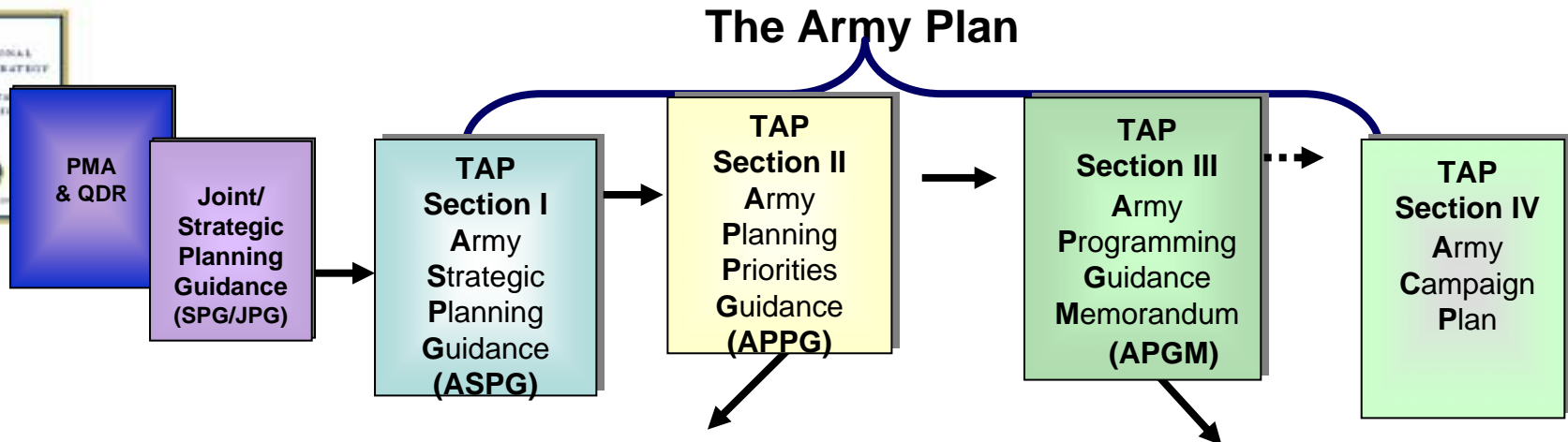
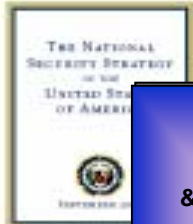
■ Implementing a disciplined and rigorous review process

- Emphasizing need for having the “right” information available and using the information to make informed budgeting decisions
- Integrating to develop a coherent and consistent plan
 - Strategic planning requirements identification
 - Systems development and acquisition
 - Program and budget development

Strategically link major ACQ decisions to JPG/SPG and to program/budget



The Army Plan is driving the SRS and BPI performance measurement efforts

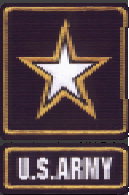


Strategic Readiness System

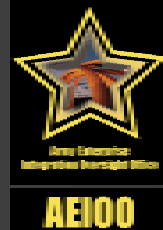
- Strategy Objectives
- Strategy Metrics
- Balanced Scorecard Approach
- Cascades (300 scorecards)
- Primarily Internal

Budget & Performance Integration

- Strategy Objectives
- Program Metrics
- Limited Cascading
- Both Internal and External
- Organized Around Army Statutory Responsibilities (Manning, Training, Equipping, Organizing, Sustaining, & Installations)



Budget Performance Integration (BPI)



■ About BPI

- ☐ Linking budget with performance
 - One of five PMA initiatives
 - Assists program managers in improving day-to-day operating decisions, managing results and evaluating program effectiveness and efficiency
- ☐ MID 910 describes how the Department intends to improve its BPI status and progress on the Executive Scorecard
 - Goal: 100% of TOA in FY07 Budget
- ☐ Created a shift in budgeting practices

**BPI is linked to
PMA and
SECDEF
scorecard**

Traditional Budgeting	Performance-Informed Budgeting
Inputs to allocate resources	Relationship between inputs and results
Focus on increase in inputs (i.e., funding) from previous year	Focus on value for entire program from change in input
Disparate processes: Budgeting, Planning, and Management	Integrated processes: Budgeting, Planning and Management
Budgeted resources	Costs



Strategic Readiness System (SRS)

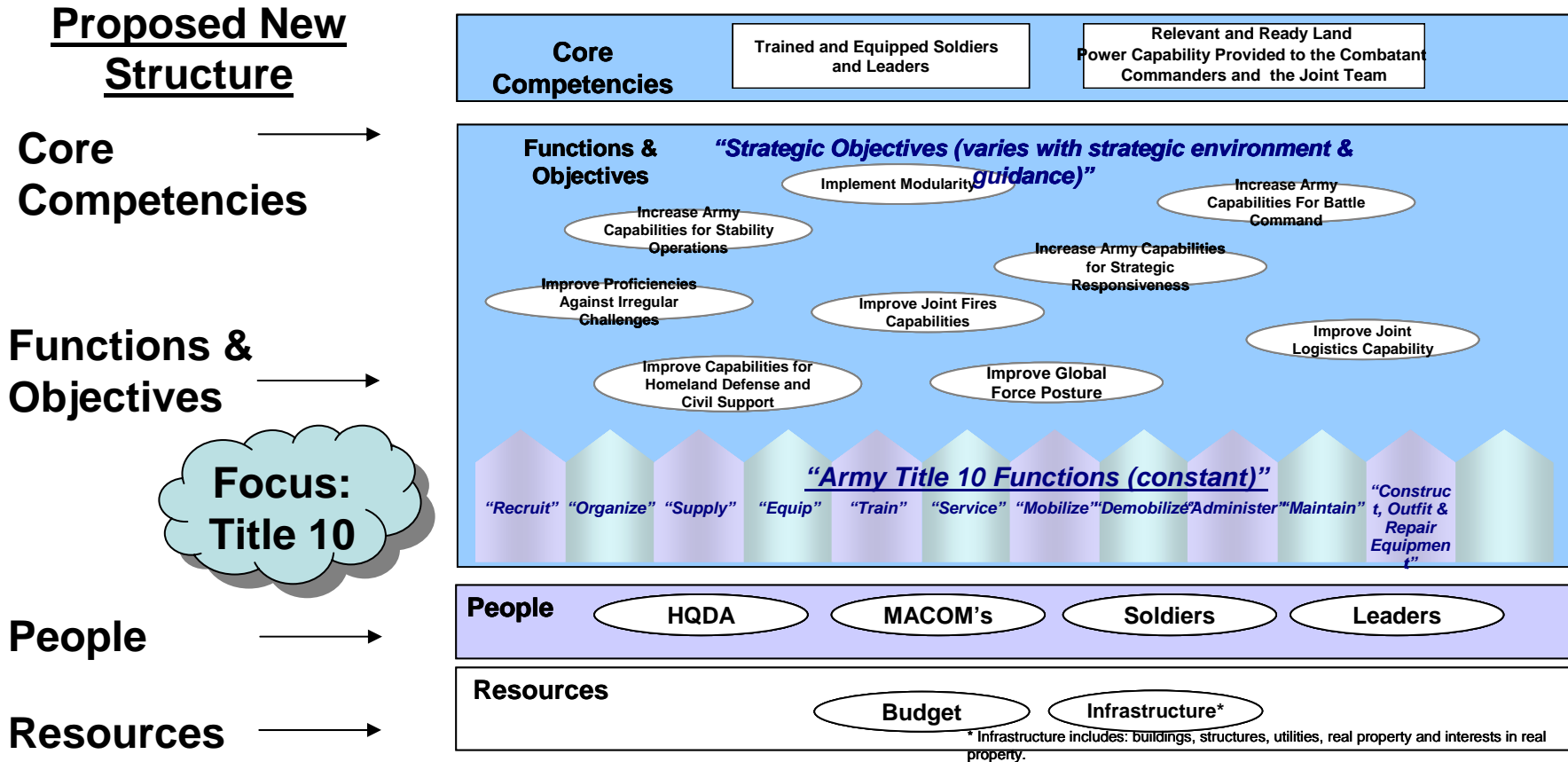
■ About SRS

- ☐ Initiative and a software program
- ☐ Scope
 - Act as a information portal
 - Tracking and reporting progress against strategic objectives
 - Intended to provide the Army leadership with a single system that communicates the Army's mission, vision, strategic objectives, priorities, and focus
 - Evolved from readiness to capabilities integration
- ☐ Sponsored by G3/5/7
 - Managed by Strategic Management Division (DAMO-CIS)
- ☐ Tool – CorVu
 - Implementing the Balanced Scorecard Methodology

**Intended to be
single reporting
source for Army
Leadership**

**Each Army
Domain and the
EIE Mission Area
will have an SRS
Scorecard**

Proposed Army strategy map will better align Army and DoD scorecards

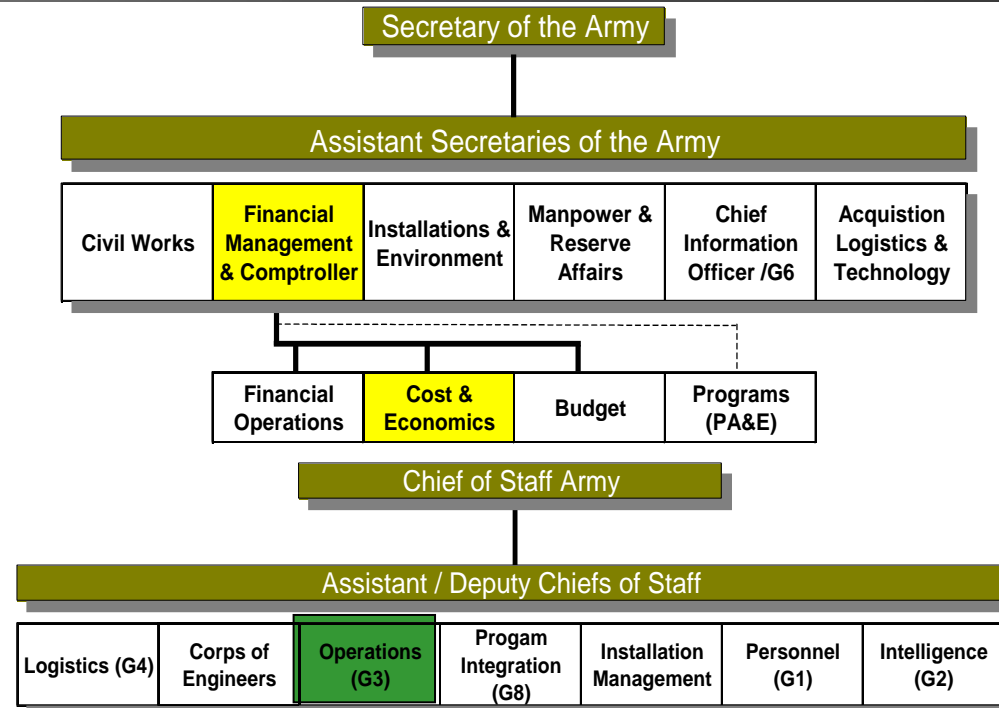


Strategy maps are structured and will be implemented using BSC methodology (i.e., Financial; Customer; Learning and Growth; and Internal Business Processes)

Who is managing the effort for the Army?

Which Staff Element to Lead?

- MID 901
 - Requires Components and Defense Agencies to designate a Performance Mgmt. Coordinator (PMC)
- For Army
 - ASA(FM&C) Lead with Strategic Readiness PM System in G3/5/7 (Operations)



Many options – Key considerations for making decision include:

- By it's nature – Financial Management
 - Integrates across DA Staff
 - External focus (Congress and OSD for Budget)
 - Internal management controls
 - Ties to cost and budget

SRS still Ops
but now G3/5/7
– Strategic
Mgmt. Div.

Army is organized to support performance management

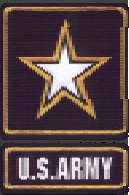
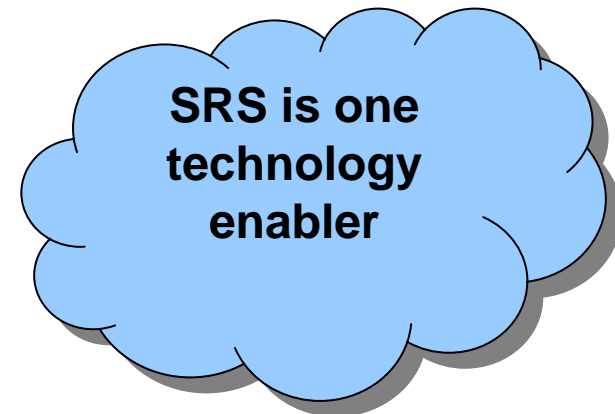


■ Performance Management Coordinator (PMC)

- ☐ Component designated per MID 901
- ☐ Army liaison to OSD performance management efforts
- ☐ Responsibilities include, but not limited to:
 - Implement Performance Management in Army
 - Link various performance management systems
 - Coordinate and ensure consistency of externally report performance measures

■ Performance Management Senior Steering Group (SSG)

- ☐ The Performance Management Board of Directors
- ☐ Chaired by the Vice Chief of Staff, Army & Undersecretary of the Army



For More Information . . .



Visit the References Section of the AEIOO Website for:

- ☐ Definitions
- ☐ Statutory guidance, Directives, etc.
- ☐ Links to other sources of information

